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RESOLUTION ADOPTED BY THE GENERAL ASSEMBLY

[on the report of the Fifth Committee (A/52/739)]

52/219. Human resources management

The General Assembly,

Having considered the reports of the Secretary-General on a family leave programme,[1] on the implementation of the performance appraisal system,[2] on a system of performance awards or bonuses[3] and on amendments to the Staff Rules,[4]

I. FAMILY LEAVE PROGRAMME

Recalling paragraph 3 of section III.C of its resolution 51/226 of 3 April 1997, in which it requested the Secretary-General to develop a family leave programme for United Nations staff without creating supplementary leave entitlements, and to report thereon to the General Assembly as soon as possible,

1. *Takes note* of the report of the Secretary-General;[1]

2. *Approves* the recommendations of the Secretary-General in relation to the family leave programme, as contained in paragraph 12 of his report;

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[1] A/52/438.

[2] A/C.5/51/55 and Corr.1.

[3] A/52/439.

[4] A/52/574.

II. IMPLEMENTATION OF THE PERFORMANCE APPRAISAL SYSTEM

Having reviewed the report of the Secretary-General on the implementation of the performance appraisal system[2] and the relevant section of the report of the Advisory Committee on Administrative and Budgetary Questions,[5]

1. *Takes note* of the report of the Secretary-General;[2]

2. *Encourages* the Secretary-General to continue his efforts to refine and simplify the performance appraisal system, in particular its administrative aspects;

3. *Reiterates* that it is important that the performance appraisal system be implemented consistently throughout the Secretariat so as to achieve an effective and fair performance management and staff development tool, and requests the Secretary-General to monitor the application of the system and to report thereon to the General Assembly;

III. SYSTEM OF PERFORMANCE AWARDS OR BONUSES

Having reviewed the report of the Secretary-General on a system of performance awards or bonuses,[3]

1. *Approves*, and urges the Secretary-General to adopt a step-by-step approach to, the introduction, in full consultation with the staff, of a system of performance awards or bonuses, taking into account the comments and recommendations of the International Civil Service Commission on this matter, as contained in its report;[6]

2. *Requests* the Secretary-General to keep under review the introduction of the system of performance awards or bonuses and to report to the General Assembly, in accordance with the step-by-step approach, at its fifty-third session;

3. *Also requests* the Secretary-General to submit to the General Assembly at its fifty-third session for decision policy proposals to deal systematically and effectively with underperformance,[7] taking into account the comments and recommendations made by the Commission in paragraph 213 of its report;[6]

IV. AMENDMENTS TO STAFF RULES

Having reviewed the report of the Secretary-General on amendments to the Staff Rules,[4]

Takes note of the amendments to the 100 and 200 series of the Staff Rules contained in the report of the Secretary-General;

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[5] *Official Records of the General Assembly, Fifty-second Session, Supplement No. 7* (A/52/7), paras. 107-112.

[6] Ibid., *Supplement No. 30* (A/52/30), chap. VI, sect. B.

[7] See A/52/439, para. 17.

V. IMPLEMENTATION OF GENERAL ASSEMBLY RESOLUTION 51/226

1. *Decides* that the restrictions contained in paragraph 26 of section III.B of resolution 51/226, which preclude staff appointed for less than one year against regular budget posts or extrabudgetary posts of one year or longer from applying for or being appointed to their current post within six months of the end of their current service, shall apply to staff appointed after 3 April 1997 only;

2. *Decides also* that persons eligible to be considered for internal vacancies within the Secretariat after twelve months of service, as provided for in paragraph 27 of section III.B of resolution 51/226, shall be staff appointed in the Professional category or above under the 100 or 300 series of the Staff Rules to serve against peacekeeping support account posts at Headquarters or in peacekeeping or other field missions, and decides further that such eligibility shall be limited to vacant posts at the P-4 level and above;

3. *Decides* to continue consideration of the note by the Secretariat on the implementation of General Assembly resolution 51/226, as well as the application of the provisions of the preceding paragraphs, at the first part of its resumed fifty-second session.

79th plenary meeting
22 December 1997